Ava Slaughter

"Global Information Services Annual Managers Meeting"

EXHIBIT
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TSS Managers (2003)

Office	Name	Home Address Line1	Home Address Line2	Home Address City	Home State	Postal Code	Original Date Hired	Gender	Race
ATL	Everett, James M.	255 Dunwoody Creek Circle	-	Dunwoody	GA	30350	4/21/1986	M	White
BRU*	Leblois, Evelyne	Rue Egide Walschaerts 37	-	Brussels	Belgium	1060	5/7/2001	F	White
CHI	Shawgo, Michael	3200 North Lake Shore Drive	Apt 2411	Chicago	IL	60657	4/23/1987	M	White
CLE	White, Sara S.	31302 Walker Road	-	Bay Village	OH	44140	4/8/1997	F	White
COL	Gifford, Cynthia N.	1608 Flat Rock Court	-	Columbus	OH	43235	11/1/1988	F	White
DAL	Holombek, Burghard H.	714 Buckboard Street	-	Ovilla	TX	75154-1604	5/28/1993	M	White
FRA*	Askin, Ahmet F.	Borngartenstrasse 10a	-	Dreieich-Offenthal	Germany	63303	7/1/2000	M	White
HOU	DelRiesgo, Jerri J.	695 Wallinger Drive	-	Galloway	OH	43119	10/13/1993	F	White
LON*	Furniss, Stuart J.	31 Weston Drive	-	Caterham, Surrey	UK	CR3 5XY	8/5/2002	M	White
LON*	Selby, Matthew P.	11 Bede Close	-	Pinner, Middlesex	UK	HA5 4TP	7/28/1997	M	White
LOS	Hunsaker, John S.	18990 Oriente Drive	-	Yorba Linda	CA	92886-2636	5/4/1992	M	White
MAD*	Cavia, Carlos	Plaza Basilea 1, esc drcha	4-izda	Madrid	Spain	28028	3/12/2002	M	White
MIL*	Valagussa, Francesco E.	Via Montanari 19	-	Monza	Italy	20052	1/29/2002	M	White
NYC	Humrich, Rex E.	7 East 14th Street	Apt 509	New York	NY	10003	5/6/1980	M	White
PAL	Beecher, Kelly A.	PO Box 370237	741 Edison Street	Montara	CA	94037-0237	11/1/1993	M	White
PAR*	Ibanez, Xavier	66 rue du Ruisseau	-	Paris	France	75018	8/6/2001	M	White
PAR*	Rolland, Frank	8 rue Gaston Levy	-	Sceaux	France	92330	4/30/2001	M	White
PIT	Depp, Robert E.	539 Hillcrest Place	-	Pittsburgh	PA	15216	1/4/1988	M	White
SHA*	Wu, Calvin G.	Rm 401, No 19, Lane 380	Hangzhi Road	Shanghai	China	200436	12/14/2001	M	Asian/Pacific Islander
SNG*	Peh, Patrick Y.	Blk 23 Eunos Crescent	#12-3023	-	Singapore	400023	2/1/2001	M	Asian/Pacific Islander
TAI*	Chen, Louis	3F, No 17, Lane 77, Sec 4	Hsin Hai Road	Taipei	Taiwan	-	3/1/2000	M	Asian/Pacific Islander
TOK*	Ouchi, Takao	2-15,	Tokiwadaira Nishikubo-cho	Chiba	Japan	270-2266	2/2/1987	M	Asian/Pacific Islander
WAS	Coleman, Christine L.	28 Orchard Way N	-	Potomac	MD	20854	5/27/1997	F	White

*Non-U.S. Office.

EXHIBIT 2

ISS OPERATIONS TELECONFERENCE MINUTES
January 30, 2001

Participants: Christine Coleman, Cynthia Gifford, Bert Holombek, Elliott Humrich, John Hunsaker, Robert Riordan, Filip Mommaerts, Michael Shawgo, Jan Vanmolkot, Natalie Anton, Karen Cerri, Mark Boring, Carrie Heinzmann, Dick Lawrenz, Brian Scramling, , Sandy Shipley, Brian Sullivan, Sara White

1. Office Issues: None at this time

2. Project Updates:

PBX Project: Brian Sullivan stated the Columbus PBX upgrade was successful last Friday. The development of the templates and the proposed training agenda are the next two steps involved in the process. The remainder of the offices is scheduled as follows:
Saturday, February 3 - Cleveland @ 11:00 p.m.
Friday, February 9 - LA and Irvine (not yet confirmed)
With the completion of all the offices to be done by February 28, 2001

3. Operational Issues and Updates:

Network outage 1/30: Brian Sullivan explained the major network outage that occurred last evening at 11:45 p.m. It was due to DS3 outage located in the Pittsburgh area. The outage was due to Verizon and Quest Communications DS3 cable failure. The problem was escalated to RSL, who utilizes Verizons long distance carrier lines. The outage lasted around 8.5 hours. The lengthy outage was primarily due to the necessary time for RSL, Verizon and Quests to perform the necessary troubleshooting to determine failure and resolution. However, handoff between the carriers was not smooth at all. Follow up with take place with RSL over the next few days. The final resolution was the replacement of a defective cable between Verizon and Quests Communications.

The failure highlights a possible "single point of failure" within the network. The Firm has noted this issue and plans to build additional redundancy into the network. Craig Belec will speak on the network redundancy project during the call next week.

Operational Services: Brian Sullivan stated that due to the involvement of the JDWEB/JD@Work project by all members of Firm ISS and specifically the Operations group members, we may experience delays in service. The Operations Group has been given approval to expand to a full 24 x 7 support. The support will be more comprehensive than in the past.

4. Integration Lab Updates:

Weekly Updates: Mark Boring indicated the following is happening in the lab:
1. New version of Hyperpep Q-forms, which is available via the application installer
2. No virus updates this week
3. 733 builds are slow and there is nothing obvious about the slowness.
4. Certified machines are out of production and cannot order new ones now. The purchase of new platforms will be released at the same time as Windows 98.

EXHIBIT 3

John Hunsaker asked if the Fax Upgrade client in conjunction with the Windows 98 release is dependent on each other. Mark indicated they were not.

5. OTS - Updates: None at this time

6. Question/Comments:

Brian Scramling announced not all offices had returned the Smartforce packages to Sandy Shipley. They are due to Sandy by the end of the week. The final course selections will be reviewed and sent to Smartforce next week.

Natalie Anton announced that the Singapore office is now under VPN, with Tokyo and Shanghi to be complete by the first half of February.

Natalie is planning to contact each office to determine how few printers and PC's you can live with. The amount budgeted is very high.

Natalie also wanted to announce we have a new IS Manager in the Houston office, her name is Ava Slaughter, she is from the previous firm and is planning to join the OPS calls. Also, the Houston office is not yet JDNet but is scheduled to be sometime in March.

Rob Riordan asked if we were changing long distance carriers? Bert Holombek indicated the Dallas office was. Brian Sullivan was not aware of the changes and indicated he would talk with Dave Lovell regarding this issue.

With no further discussion the meeting adjourned at 11:15 a.m.

Respectfully submitted by: Sandy Shipley

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Q. Okay. Now, in the GIS department?
A. That is correct.
Q. Did you supervise her?
A. Did I supervise her?
Q. Yes.
A. She was in Columbus.
Q. Okay. So that -- the answer is "no"?
A. No.
Q. So you don't have any personal knowledge of her responsibilities and her performance in the Columbus office as you sit here today, do you?
A. I have some knowledge of it because I had a relationship with her supervisor.
Q. Okay. And -- but my question is whether or not you have personal knowledge, not based -- not information that you may have received from someone else. Information that you gathered yourself by either evaluating her, assigning her tasks, et cetera.
MR. PADGETT: I'm going to object to the form of the question.
MS. CLARK: Okay.
Q. (By Ms. Clark) So -- so my question to you is: Since she worked in the GIS department in Columbus office, you didn't have any personal knowledge of her responsibilities or her job performance, did you?

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A. I had personal knowledge of her job responsibilities, and the reason that I was able to acquire that personal knowledge is because I spent maybe a couple of days in the Columbus office with her supervisor.
Q. And how often did you spend a couple days in the Columbus office?
A. No. I -- this was one -- one trip. I mean, it wasn't an extended trip. It wasn't once a month or anything like that.
Q. Okay. And when did that occur?
A. I would have to say that probably was in 2002; but again, this is just a guess. I don't --
Q. Okay.
A. I don't remember the exact date.
Q. Okay. Now, you also stated that Hugh Whiting told you that Jerri had been selected because of her connections within the firm. Did she have connections within the firm, to your knowledge?
A. I didn't know what kind of connections she had. Obviously she did.
Q. Okay. Now, in your statement, Exhibit No. 17, in Paragraph 3 you write -- or you wrote that Mr. Whiting told you that a major part of the decision to hire or place Jerri in the GIS manager position was

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based on her tenure with Jones Day; and he added that she'd worked for Jones Day for more than ten years. Do you see that?
A. I see that.
Q. Do you have any reason to doubt that she actually worked for Jones Day for over ten years at the time this statement was drafted?
A. Since he said it, I -- I took him at his word.
Q. Okay.
A. I -- I don't know.
Q. Okay. And then you went on to state that on October 22nd, Mr. Richardson assured you that the GIS manager position was completely new and that your current position as technology support specialist would stay intact. Do you -- you wrote that?
A. Yes. And that was consistent with the position that Stacey Brown told me to place on my resume, which I did.
Q. Okay. But you noted changes in that your BlackBerry had been removed and there were changes in the GIS manager distribution list. Is that what you told Mr. Williams?
A. Yes.
Q. Now, did you -- how do you characterize the decision to place Jerri Del Riesgo in the GIS manager

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position?
A. Rephrase your question.
Q. Okay. In this lawsuit you allege that Jones Day discriminated against you based on your race, correct?
A. Correct.
Q. And I -- I want to understand the nature of your allegations.
Is it your allegation or your belief or based on your knowledge, however you want to characterize it, that you were demoted when Jerri Del Riesgo was placed in the GIS manager position?
A. I was definitely demoted, yes.
Q. Okay. Is there anything else about that decision that you believe to be discriminatory, other than the fact that you view it as a -- a demotion?
A. The fact that I had superior knowledge, superior experience, that I was already doing the job, and that a white female, former secretary who had never ran a technology department before, who came in and I had to train on many technologies, on many things regarding the infrastructure -- she was not equipped. She was not qualified for the position, nor even in the -- the interview process was there anything that -- what would allow a individual to test qualifications.

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Q. Okay. Now, I understand that's why you believe you were discriminated against. And we'll --
A. That's why I know I was discriminated against.
Q. Okay. Why you know you were discriminated against. But right now I just want to make sure I understand your claim, and it's your belief that you were demoted when Jerri Del Riesgo was placed as the GIS manager because that position had been yours previously. Is that right?
A. I had been the GIS manager. I was the GIS manager for the Houston office for almost three years.
Q. Okay. Now --
A. And when Jerri was sent to the Houston office, she took over my position.
Q. Now, and what position then did you assume when -- once Jerri took over your position?
A. The position that Stacey Brown told me to write on my resume, which was technology support specialist.
Q. So after Jerri became the GIS manager, it's your belief, your knowledge, that you then became the technology support specialist.
A. It's my belief that I was demoted, and I know that I was demoted based on the major changes that took place. And seeing as though that that's the title that Stacey Brown told me to put on my resume, I would say

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"yes," that's what I became.
Q. Okay. And how did your job responsibilities change after Jerri Del Riesgo became the GIS manager?
A. They changed tremendously.
Q. Yeah. And I'm asking you how.
A. Okay. To start with, she took over all budgetary responsibility.
Q. So you no longer were responsible for budgetary responsibilities.
A. That is correct. Jerri -- well, obviously you see in the -- in the documents she assumed my BlackBerry. She also took over all other administrative and managerial functions, such as approving invoices, handling new hires, handling departures, ordering all equipment. These were things that Jerri assumed.
Q. And what did -- and what were your responsibilities after she came -- became the GIS manager? What did you do?
A. Initially what I did was packed up the entire technology department for the Houston office while she was in meetings and while she was doing the things that I would have normally done.
Q. Okay. So while --
A. So --
Q. While she was in meetings, you were packing up?

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I'm -- I want to make sure I understood what you said.
• A. I packed up all of the -- the packing for the department.
Q. For the move?
A. That is correct. Because she came around the time that the move was taking place.
Q. Okay. So Jones Day moved offices in November or thereabouts, 2003, correct?
A. That is correct.
Q. And so you were charged with packing up the technology in the department in preparation for the move.
A. That's correct. I did all the -- the labor, the hard labor.
Q. Okay. Lifting boxes?
A. Sure.
Q. Packing boxes?
A. Uh-huh.
Q. "Yes"?
A. Yes.
Q. You didn't have any support?
A. No. Sure didn't.
Q. If Jerri had not been placed as the GIS manager, would those responsibilities have still been yours? Packing up the technology department?

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A. No.
Q. Who would have assumed those responsibilities if Jerri was not the GIS manager?
A. I can only assume -- don't know for sure, but we would have had some individuals down here to help out with the move. Because the things that she was -- that she assumed in the sense of meetings, handling the administrative part --
Q. Uh-huh.
A. -- those were things that I would have handled.
Q. Okay.
A. Just like I did when we expanded to the 68th floor.
Q. Now, you -- in this complaint you asked Mr. Williams for the opportunity meet face-to-face with him when he next came to Houston on November 14th and 17th. Is that correct?
A. That's correct.
Q. And did you, in fact, meet with Mr. Williams?
A. Yes, I did.
Q. Okay. Now, you testified that you believe that Jerri Del Riesgo was not qualified for the position, correct?
A. She did not have the kind of qualifications that I had. I had superior qualifications for the

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problem with him.
Q. Why did he -- how did he appear to have a problem with you?
A. At the time, I participated -- we had a little group meeting, and we were talking about technology. I can't remember exactly what the presentation was regarding, but I was elected as the person in my group to get up and speak in front of the entire audience to tell our side of the story or to give our assessment. Once I did that, many individuals in the audience started clapping. It's my understanding from others that Terry Crum seemed to be irritated by that.
Q. Did you notice that he was irritated?
A. No. Because I was headed back to -- to my seat. So I -- I wasn't looking at him.
Q. Okay. So did he tell -- make any statements to you during that meeting?
A. Other than, "Hi, how" -- "how are you doing? Nice to meet you," just the general greeting that -- that anyone would give.
Q. He submitted an evaluation for you in 2003?
A. Yes.
(Slaughter Exhibit No. 15 was marked.)
Q. (By Ms. Clark) Do you recognize this document what -- that's been marked as Exhibit No. 15?

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A. Yes.
Q. Turn with me to the second page. Is that your signature?
A. Yes.
Q. And your job title is listed as technical support specialist. Do you see that?
A. Yes, I do.
Q. And you didn't make any changes to that, did you?
A. No.
Q. Refer with me to Exhibit No. 14. Your job title is listed as technical support specialist on the --
A. Technology.
Q. Excuse me. Technology support specialist on the 2003 --
A. Yes.
Q. -- evaluation?
And you didn't make any changes to that, did you?
A. No, I did not.
Q. Okay. Now, according to the evaluation that Mr. Crum provided regarding you, he noted that there appeared to be a disconnect between you and the global organization. Do you see that?

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A. I see that.
Q. And he states that you seldom attended conference calls. Was his assessment.
A. I see that.
Q. Did you agree with that?
A. I totally disagree.
Q. Did you -- is it your belief -- is it your testimony that you attended the conference calls?
A. I attended conference -- to say "seldom" would imply that I hardly ever participated or attend the calls. That is incorrect. I participated in the calls and attended as many calls as I could.
Q. He also noted that when you did attend the conference calls or partici- -- or attend the conference calls, you rarely participated or contributed to the call. Do you see that?
A. I see that.
Q. Did you agree with that?
A. No.
Q. He states that -- in this evaluation in 2003, that you were not as well-connected into the global organization as your peers and that as a result, that left you somewhat uninformed. Do you see that?
A. I see -- I see that.
Q. And that was his assessment of you.

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A. Right.
Q. Did you agree with that?
A. No.
Q. He states that at -- at times it was difficult to reach you by e-mail or phone. Do you see that?
A. Yes.
Q. Did you agree with that?
A. No, I do not. I -- Mr. Crum had never been to the Houston office, nor do I recall anytime when he would just attempt to call me directly. So I was pretty surprised by his comments.
Q. He stated that as the single GIS representative in Houston, you needed to work harder, in this 2003 evaluation, correct?
A. That's not correct. That's what he stated, that I needed to work harder.
Q. Right. I mean, that that's --
A. Yeah.
Q. -- what he stated.
A. Right.
Q. But you disagree with that?
A. I totally disagree with that.
Q. Okay. Did you provide a statement in response to his evaluation?
A. I don't recall.

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Q. Who is Aaron Gard.
A. Aaron Gard is one of our associates.
Q. Okay. And what level associate is he?
A. You mean how many years?
Q. Yes.
A. I'd say as of right now, he may be five- or six-year associate. I -- I don't really remember.
Q. Okay.
A. He's on the junior level, I would assume.
Q. Okay. Do you recall that he completed an evaluation for you in 2003?
A. Yes, I do.
(Slaughter Exhibit No. 16 was marked.)
Q. (By Ms. Clark) You've been handed what's been mark as Exhibit No. 16. Do you recognize this document?
A. Yes.
Q. Would you characterize this evaluation as a good evaluation by Aaron Gard?
A. I'd have to read it first.
(Witness examining document.)
Your question was would I consider that to be a good evaluation?
Q. Yes.
A. Yes.
Q. He made positive statements about a project in

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which you assisted him.
A. Right.
Q. Okay. Do you recall whether or not he was a first-year associate in 2003?
A. I don't recall.
Q. Okay. Do you have any complaints or problems with Mr. Gard?
A. No, I do not. I worked with him quite a bit, as he noted. He had moderate experience -- or moderate exposure to me.
Q. Uh-huh.
A. So he could evaluate me because he knew me and worked with me.
Q. Okay. But Kevin Richardson knew you and worked with you, as well, correct?
A. Aaron worked more closely with me because we were working on projects.
Q. Who was the partner assigned to this BP project? Do you recall?
A. I don't recall.
Q. Do you agree that the partner would have ultimate responsibility for the project and that Aaron would carry out his or her directives?
MR. PADGETT: Object to the form of the question.

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A. Would you please rephrase the question?
Q. (By Ms. Clark) Sure. As a first-year associate -- or junior associate, as you refer to him -- you would expect that he would take directive from his partner or the partner assigned or responsible for the BP project.
A. That would follow normal protocol.
Q. Okay. Did you file an internal complaint with Jones Day?
A. Yes.
Q. Okay. What was the first step that you took in filing your internal complaint?
A. From what I recall, the very first thing that I did was to -- I contacted HR.
Q. And with whom did you speak in HR?
A. The very first person that I voiced my complaints to was Stacey Brown.
Q. And what did you tell her?
A. I told her that I felt and I knew that my job was being taken away from me and that that wasn't right, that I was very hurt behind it. She went on to tell me she didn't understand why this was happening because I was already doing the job.
Q. And that's what Stacey Brown told you?
A. That is exactly what Stacey Brown told me. And

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at that particular time, I was so emotional that she asked me -- or she told me that I could contact the personal assistance program; and she also suggested that I go home that particular day --
Q. And did you?
A. -- which is --
Q. That's what you did?
A. That particular day I did go home, yes.
Q. Did you contact EAP?
A. Yes, I did.
Q. Okay. And with whom -- did you see someone there?
A. I spoke with someone through our EAP phone line, and what they did was referred me to various therapists that could help. And I did see a therapist.
Q. And who did you see?
A. I don't have the person's name right now.
Q. Okay. Was it a man or a woman?
A. It was a woman.
Q. And where is her office located?
A. She's in the Fort Bend County area.
Q. I'm sorry?
A. Fort Bend County area.
Q. How long did you see her?
A. I saw her for -- I think I had three -- three

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----- Forwarded by Sara White/JonesDay on 03/24/2006 04:28 PM -----

ra V   JonesDay
ter..   7775
ternal, 216.586.7775

To Kevin Richardson/JonesDay@JonesDay
cc swhite@jonesday.com

EXHIBIT
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3/2003 04:51 PM Subject Houston Office Visit, Jan. 28-29

'in,

ouple of thoughts from my visit last week:

ı waiting to discuss with George his thoughts on my involvement should you decide to hire outside for a GIS Manager. I e him a very high level overview (he understands the confidentiality of the conversation), but I want to discuss it further. I l a thought though, after I left, about the situation. Have you ever considered bringing in a contractor for a few months to sist" Ava with a lot of the deskside assistance she does, especially with the troubleshooting and repairs? That would free up to do more of the managerial and organizational things and give her the opportunity to show if she can actually do it, if : had a proper "staff". That way you'd have some quantifiable performance criteria to use when making your decision. Just ıought.

'ntinue to consider your office as a possible pilot site for the new desktop. I am currently discussing it with team members. ill keep you informed as any decisions are made or discuss it more with you, if necessary. I still think it's a good idea and ɔ mentioned this to George.

n also working to get on George's calendar to go over a lot of the construction/move stuff. Mainly I want him to direct more ES's attention to it. I realize that there is only so much of them to go around, but I want to be a "squeaky" wheel on this :. I'll let you know once I can get my conference calls and meetings scheduled with them.

a

:========
s e-mail (including any attachments) may contain information that is private, confidential, or protected by attorney-client or er privilege. If you received this e-mail in error, please delete it from your system without copying it and notify sender by ly e-mail, so that our records can be corrected.
:========

redacted part. I think I sent a letter to you regarding the content of the information that was redacted.

MR. PADGETT: Okay.

A. Okay.

Q. (BY MR. PADGETT) All right. Have you had a chance to read through this document?

A. Yes.

Q. Do you recognize it?

A. Yes.

Q. What is it?

A. It's an e-mail that was produced during discovery.

Q. And who is the e-mail to?

A. The e-mail is to me.

Q. All right. Did you actually receive this e-mail?

A. I recall, yes, receiving it.

Q. Do you have any doubts about the authenticity of the document or the information that's contained in it? In other words, has it been modified in any way?

A. No, I do not.

Q. All right. I'm going to kind of go through this and ask you a few questions about it. And one of the things we're going to do is fill in, to the best of our ability, what we think, you know, is in the missing

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part.

And, actually, let me back up for a minute.

Do you have a copy of this e-mail extant upon your system somewhere?

A. I don't recall.

Q. All right. Is there any reason why you would have deleted or destroyed this document or destroyed the e-mail?

A. Not that I would have destroyed it, no.

Q. Do you have a system at Jones Day where you preserve e-mails of this nature for a certain period of time?

A. The system provides for e-mails being retained for, I believe, up to 30 days unless you move them into a folder.

Q. All right. So, in other words, your testimony is that your system itself will delete an e-mail unless it's moved into a folder?

A. Yes.

Q. All right. What system do you use of e-mail?

A. Lotus Notes.

Q. Lotus Notes. All right.

So do you recall moving this into a folder?

A. No, I do not.
Q. All right. Let's go through the e-mail.
It starts off with the word E-V-I-N, which I assume is Kevin.
A. (Moving head up and down.)
Q. All right? Would you agree with me on that?
A. I would agree.
Q. Okay. And then it says "couple of thoughts from my visit last week." And I assume it's probably "a couple of thoughts from my visit last week."
Would you --
A. Okay.
Q. -- agree with that?
A. Yes.
Q. All right. It goes on to say: "I am waiting" -- I assume it's "I am waiting" -- "to discuss with George his thoughts on my involvement should you decide to hire outside for a GIS manager."
Do you believe I read that correctly?
A. I believe you did.
Q. All right. Who is George?
A. I believe the referral is to George Gazdick.
Q. And who is George Gazdick?
A. George Gazdick was the associate director of GIS.

Q. So that would have been the individual who was immediately below Sara White in the hierarchy of Jones Day?
A. Immediately above Sara White.
Q. Immediately above. All right.
Ms. Sara White, was she immediately above you in terms of the hierarchy?
A. No.
Q. All right. What was her position, or where was she?
A. She was regional or North America GIS manager.
Q. All right. So would it have been that there were people in between you and her?
A. There's no reporting relationship between me and Sara White.
Q. All right. What was your position at the time?
A. Office administrator for Houston.
Q. Would you have been at a peerage level? In other words, would y'all have been peers?
A. No.
Q. Well, with respect to GIS issues, who would have had the final say? You or Sara White?
A. I guess my answer to that is: It depends.
Q. All right. And what would it depend upon?
A. It would depend on what the issue was.

Q. With respect to hiring and firing of individuals, who would have had the final say?
A. Could you be more specific?
Q. In the Houston office if someone were to make a decision with respect to hiring a GIS manager, who would have the final say?
A. The Houston office would.
Q. And that would have been you as the office administrator?
A. It would have been me and Hugh Whiting.
Q. And Hugh Whiting.
And who was Hugh Whiting at the time?
A. Parter in charge of the Houston office.
Q. Okay. All right. So why would George Gazdick and Sara White be involved in a confidential conversation with you with respect to hiring a GIS manager for the Houston office?
A. Well, I think the confidentiality is based on the fact that we don't want these types of discussions to go through the general Jones Day population.
Q. And why not?
A. Well, because hiring and firing decisions do not typically concern, if you will, the general Jones Day population.
Q. With respect to the hiring and firing

decisions, at that point in time, was it particularized to whether or not Ms. Slaughter was going to receive that position?

A. No.

Q. All right. So are you saying that even generic staffing decisions with respect to whether or not an office has reached a head count that would support a GIS manager -- even those types of decisions are the types that you believe must be maintained as confidential?

A. Could you rephrase that for me?

Q. Well, and I apologize --

A. Restate it.

Q. -- because you've confused me. Maybe if I go back in a minute and clarify some things...

As we go on in the e-mail, it says: "I gave" -- I think that it says "I." And then I believe it's "gave him a very high-level overview (he understands the confidentiality of the conversation). But I want to discuss it further."

Okay. Is that correct?

A. Yes.

Q. All right. And we don't have any doubt -- I mean, I believe that the missing letter there is a G for gave.

Would you agree with me there?

A. I would agree.
Q. Okay. So Ms. White is discussing with George Gazdick and you the question of whether or not you're going to go outside to hire a GIS manager.
A. (No verbal answer.)
MS. CLARK: I'm sorry. Is that a question?
A. Is that a question?
Q. (BY MR. PADGETT) Well, yes. In other words --
A. Could you read it back?
Q. -- you and Mr. Gazdick and Ms. White are having a discussion regarding hiring -- regarding going outside of Jones Day to hire a GIS manager; is that correct?
A. I -- well, let me clarify. I did not have a conversation with George Gazdick. Sara White had a conversation with George Gazdick, according to this e-mail.
Q. Okay. All right. But you had a conversation with Sara White at some point.
A. I had a conversation with Sara White about our need to provide additional support and leadership in the GIS position in Houston.
Q. When did you have that conversation?
A. I don't recall.
Q. Can you give the jury a ballpark of when you

had that conversation?
A. 2003.
Q. Would that have been early 2003 around the time when Ms. White made her visit?
A. It's likely.
Q. All right. Did you take any notes from the conversation or make any notes to the file or anything of that nature?
A. Not that I recall.
Q. All right. But generally what you seem to recall from that time period -- and I understand it's been a while -- is that sometime in the beginning of 2003, you begin to think about the need for -- as you put it -- having more leadership and additional support in the position, in the GIS position.
A. Correct.
Q. All right. As a result of that, you had a conversation with the North American regional manager for GIS, Sara White; is that correct?
A. Yes.
Q. All right. And what can you tell the jury that you remember about that conversation?
A. Well, I don't recall the conversation.
Q. All right. You don't doubt that the conversation occurred, because Ms. White documents it in

this e-mail, Exhibit 1, correct (indicating)?
A. That is correct.
Q. All right. And, in fact, Ms. White had enough concern about the conversation, I guess you might say, that she went and discussed it with George Gazdick, who is a level above her.
A. Yes.
Q. All right. Do you know anything about that conversation?
A. No, I do not.
Q. Did you ever get any reports about that conversation?
A. No, I did not.
Q. All right. Do you recall anything about what you said in that conversation?
A. I don't recall the conversation.
Q. You don't recall the conversation. Okay.
All right. Ms. White goes on to say: "I had a thought" -- and I think it's "had" just because it works that way -- "had a thought, though, after I left, about the situation."
Do you see where I've read that?
A. Uh-huh.
Q. I'm sorry. I apologize. I should have told you earlier: Can you answer verbally --

A. Yes.
Q. -- for me?
Okay. And you've done a great job so far. So please continue to do that. I'm not coming down on you. I'm just...
A. I understand.
Q. All right. So: "I had a thought, though, after I left, about the situation."
Did I read that correctly?
A. Yes.
Q. All right. Why would she call it "the situation"? What is "the situation"?
A. Well, I expect "the situation" was the need to hire a manager balanced against the ratios that the firm GIS department had set forth. And "the situation" was that on paper we did not have, at the time I expect, the exact number that, according to the GIS ratios, merited an additional GIS person.
Q. Why were you thinking about this issue if at that point you didn't have the numbers that were required to justify the hiring of a GIS manager?
A. Well, I think there are a couple reasons: I think that the first reason is the continued growth that we had experienced in the Houston office and our anticipated relocation scheduled for the end of 2003 and

the expectation that we would be hitting these numbers fairly quickly. And we wanted to be ahead of this.

Q. When did y'all make the decision that you would relocate? Was that in January of 2003?

A. It was prior to then.

Q. So, prior to January of 2003, there -- would there be some documentation that would show you were anticipating moving?

A. Well, there were lease negotiations that began as early as July, 2002.

Q. Okay. Your space was inadequate for where you were; is that correct?

A. Our space was quickly becoming inadequate.

Q. Okay. All right. So the situation is that there's a difference between the ratio -- between the number of people you had and the number of people you expected to have; is that correct?

A. Yes.

Q. Now, if you'll take a moment to read entirely through Exhibit 1 again, does she make any -- "she" being Ms. White -- make any reference to ratios or staffing like that?

A. She does not.

Q. Okay. The next sentence, I believe, reads as follows: "Have you ever considered bringing in a contractor for a few months to" -- and I think it's open quotation marks -- "'assist'" -- close quotation marks -- "Ava with a lot of the desk-side assistance she does, especially with the troubleshooting and repairs?"

Do you believe I read that correctly?

A. Yes, I do.

Q. All right. Had you considered bringing in a contractor to provide Ms. Slaughter with assistance?

A. I don't recall if we considered bringing in a contractor.

Q. When you say you "don't recall," does that mean that you might have done that?

A. I don't recall --

Q. All right.

A. -- whether I might have.

Q. In response to this e-mail, did you give it some thought?

A. At the time I don't recall.

Q. At any time after that?

A. If she states this in the e-mail, I considered it at the time that I read the e-mail. Whether or not I considered it after reading the e-mail, I don't recall.

Q. Okay. One of the duties of the office administrator is to make the office itself run smoothly; would that be a true statement?

A. Yes.
Q. And if one of your critical positions -- and I assume you're going to agree with me that GIS manager or GIS whatever she was, is a critical position. If that position was not running smoothly, then one of the jobs that Jones Day gives to you, one of your responsibilities, is to fix that in some fashion, correct?
A. I think that's a fair statement.
Q. All right. So did you believe in January of 2003 that Ms. Slaughter was having trouble handling her position due to the result that -- due to the fact that she was doing a lot of desk-side assistance?
A. That was a contributing factor.
Q. Okay. What did you do to solve that?
A. Well, at different times we brought in assisting -- assistance from other offices. Prior to January of 2003, we had also hired a trainer whose secondary responsibilities were to provide desk-side support.
Q. Was that Tammy Long?
A. Yes, it was.
Q. All right. Who was involved in the hiring of Tammy Long?
A. I was. And Ava Slaughter interviewed her as

well, as I recall.
Q. Why did you involve Ms. Slaughter in that decision-making?
A. Because Ms. Slaughter would be working closely with this person.
Q. Was Ms. Slaughter supervising Ms. Long?
A. No, she was not.
Q. All right. What was Ms. Long's job title?
A. I believe it was office trainer.
Q. Now, does an office trainer do troubleshooting and repairs?
A. This office trainer was hired to primarily be an office trainer but also to assist with troubleshooting and repairs.
Q. Okay. So she was a special-case office trainer?
A. This office trainer had secondary responsibilities.
Q. All right. So, when Ms. White made this comment about bringing in a contractor for a few months to give Ms. Slaughter some assistance, especially with the troubleshooting and repairs, I assume you just dismissed that because you had already done that by bringing in Ms. Long.
A. Well, the timing is such -- I don't recall